S8025-1(U)

WOMEN

LABOR FORCE

EMPLOYMENT

UNEMPLOYMENT

WAGES

1982

Vermont Department of Employment and Training
Research and Statistics Section

The source of information used in this report, unless noted otherwise, is the Vermont Department of Employment and Training.

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SUMMARY

The percentage of women in the labor force was 57.5 percent in 1982 (Table 1). Women 25 to 34 years of age had the highest participation rate among all women, at 73.9 percent (Table 2). The occupational group with the highest percentage of women was the clerical worker category with 81.8 percent of the jobs held by women (Table 3). In manufacturing, the highest percentage of women were in the apparel industry (Table 4). The percentage of women in the finance, insurance, and real estate industry has increased over recent years (Table 5). In 1982, there were 89,148 jobs held by women in private employment, while 16,261 jobs were held by women in state and local government (Table 6). Chittenden County had the largest number of jobs held by women (Table 7). In Grand Isle County, 55.2 percent of the jobs in covered employment were held by women (Table 8). The number of women in private covered employment has increased between 1972 and 1982, as has total private employment (Figure 1). The percentage of women unemployed in Vermont has been generally higher than the percentage of women in the labor force (Table 9). A higher percentage of unemployed women, compared to unemployed men, were unemployed due to having left their last job, reentering the labor force, or looking for a first job (Table 10). The average insured unemployed in manufacturing was 2,443, with an average of 935 women (Table 11). While 38.3 percent of insured unemployed women had last worked in manufacturing, 33.8 percent of the men had been employed in manufacturing (Table 12). There was a substantial increase in the women's share of insured unemployment in 1982 (Figure 2). Women were employed in 25.9 percent of the jobs in durable goods manufacturing (Figure 3). While the durable goods industry had an annual average wage of $20,024 in 1982, only 9.9 percent of all jobs held by women were in the durable goods industry (Figure 4).

A variety of factors can affect annual earnings figures, and should be explored before coming to any one conclusion. The issue of earnings differentials between women and men is complex, and beyond the scope of this report.

The Bureau of Census defines earnings as the sum of wage or salary income and net income from farm employment and nonfarm self-employment. The

earnings figures represent the amount of income received regularly before deductions for personal income taxes, social security, et cetera. Earnings can include wages, salaries, commissions, tips, and cash bonuses earned. Year round workers are those persons who have worked 50-52 weeks of the year. Full-time workers are those persons working 35 or more hours per week.

National data comparing median earnings of year-round full time workers indicate that in 1981, women's median earnings were less than men's (Table 13). A comparison of median earnings of year-round full-time workers, by occupation, indicates that median earnings of women were less than men's for the occupational groups and years listed in Table 14. Women have had a higher annual percentage increase in median earnings in seven out of the eleven years between 1971 and 1981 (Figure 5).

In 1979, median earnings for Vermont women year round full-time workers was less than those of Vermont men by industry (Table 15), and by occupational grouping (Table 16). Mean earnings listed by age, sex, and education for full-time workers in Vermont indicate lower mean earnings for women than men in the categories listed (Table 17). Mean income data (Table 18) reflect mean earnings data (Table 17).

TABLE 1

CIVILIAN LABOR FORCE STATUS BY SEX [1]

ANNUAL AVERAGE LABOR FORCE, PARTICIPATION, UNEMPLOYMENT

FOR VERMONT

(numbers in thousands)

	1982 [2]	1980 [3]	1970 [3]	1960 [3] [4]
TOTAL				
Population (16+)	388	385	304	274
Labor Force	265	242	175	148
Participation Rate	68.3	62.9	57.6	54.2
Unemployment	18	15	7	6
Unemployment Rate	6.9	6.2	4.1	4.5
WOMEN				
Population (16+)	202	201	159	141
Labor Force	116	104	66	49
Participation Rate	57.5	51.7	41.7	34.4
Unemployment	8	6	3	2
Unemployment Rate	6.8	6.0	4.7	4.5
MEN				
Population (16+)	186	184	145	132
Labor Force	149	138	109	100
Participation Rate	80.0	75.1	75.2	75.4
Unemployment	10	9	4	4
Unemployment Rate	6.9	6.5	3.8	4.5

1/ Does not include people in the Armed Forces.

2/ Geographic Profile of Employment and Unemployment, U. S. Dept. of Labor, Bureau of Labor Statistics.

3/ U.S. Census of Population: 1960, 1970 & 1980, U. S. Department of Commerce, Bureau of the Census.

4/ Persons 14 years and older.

TABLE 2

LABOR FORCE PARTICIPATION RATES

BY SEX AND AGE

FOR VERMONT

AGE	1982 [1]	1980 [2]	1970 [3]
TOTAL 16+	68.3	63.0	57.6
14-15	28.3	NA	NA
16-19	63.2	48.1	40.1
20-24	80.7	72.0	63.4
25-34	85.0	81.3	68.9
35-44	84.0	81.7	74.5
45-54	80.0	76.4	73.8
55-64	57.8	56.4	62.4
65+	13.9	14.2	18.0
WOMEN 16+	57.5	51.8	41.7
14-15	NA	NA	NA
16-19	60.3	45.4	36.0
20-24	72.0	66.0	54.1
25-34	73.9	68.5	43.4
35-44	73.8	67.9	53.0
45-54	69.1	62.8	55.2
55-64	46.2	42.9	45.7
65+	10.1	9.6	11.7
MEN 16+	80.0	75.2	75.2
14-15	NA	NA	NA
16-19	65.9	50.8	44.3
20-24	90.0	78.1	73.5
25-34	95.9	94.4	94.9
35-44	96.0	95.4	95.9
45-54	90.1	90.4	93.2
55-64	72.1	71.7	80.8
65+	19.9	21.2	27.1

1/ 1982 Geographic Profile of Employment and Unemployment, U.S. Department of Labor, Bureau of Labor Statistics.

2/ 1980 Census of Population, Special Tabulation for Bureau of Labor Statistics. Includes 274 people in the Armed Forces.

3/ 1970 U.S. Census of Population, U. S. Department of Commerce, Bureau of the Census.

TABLE 3

PERCENT REPRESENTATION OF WOMEN

BY OCCUPATIONAL CATEGORY

FOR VERMONT

OCCUPATIONAL CATEGORY	1982 [1]	1980 [1]	1970 [2]	1960 [2]
Total employed	43.7	42.2	37.7	32.8
Professional, technical and kindred workers	46.2	46.0	42.6	46.3
Managers and administrators except farm	28.3	26.3	17.5	16.7
Sales workers	53.6	50.6	38.6	37.0
Clerical workers	81.8	82.3	75.8	68.0
Craft and kindred workers	7.1	7.6	5.4	2.9
Operatives, including transport	30.2	30.6	29.7	26.0
Laborers except farm	8.3	11.5	8.9	5.9
Farm workers	18.1	20.7	7.9	7.8
Service workers	70.3	66.3	63.7	69.2

1/ Geographic Profile of Employment and Unemployment, U.S. Dept. of Labor, Bureau of Labor Statistics.

2/ 1970 Census of Population and U.S. Census of Population: 1960, U.S. Department of Commerce, Bureau of the Census.

TABLE 4

NUMBER AND PERCENTAGE OF WOMEN IN COVERED EMPLOYMENT

BY INDUSTRY FOR VERMONT

1982 ANNUAL AVERAGE

INDUSTRY	TOTAL EMPLOYMENT	NUMBER OF WOMEN	% WOMEN
Agriculture/Forestry	1,565	664	42.7
Mining	669	53	7.9
Construction	9,902	935	9.4
Manufacturing	48,693	15,088	31.0
Durable Goods	34,256	8,859	25.9
Lumber & Wood Products	3,342	656	19.6
Furniture & Fixtures	1,927	597	31.0
Stone, Clay & Glass	2,122	301	14.2
Primary Metals	651	175	26.9
Fabricated Metals	3,648	841	23.1
Nonelectrical Machinery	6,122	1,083	17.7
Electrical Machinery	12,672	4,003	31.6
Other Durables	3,772	1,203	31.9
Nondurable Goods	14,437	6,229	43.1
Food	2,400	594	24.8
Textiles	659	338	51.3
Apparel	1,595	1,346	84.4
Paper	2,507	807	32.2
Printing & Publishing	3,897	1,658	42.5
Chemicals	734	184	25.1
Rubber & Misc. Plastics	1,463	649	44.4
Leather	289	161	55.7
Misc. Manufacturing	869	476	54.8
Other Nondurables	*	*	*
Transp., Comm. & Pub. Util.	7,982	2,252	28.2
Trade	43,071	20,453	47.5
Wholesale	8,113	1,920	23.7
Retail	34,958	18,533	53.0
Eating & Drinking Places	11,097	7,025	63.3
Finance, Insurance & Real Estate	8,417	5,443	64.7
Service	43,241	27,999	64.8
Hotels & Motels	7,175	4,112	57.3
Health Services	15,390	12.908	83.9
Total Private	163,540	72,887	44.6
State & Local Government	28,441	16,261	57.0
Private and State & Local Gov't.	191,981	89,148	46.4

* Information withheld to avoid disclosure of individual firm data.

TABLE 5

PERCENTAGE OF WOMEN IN COVERED EMPLOYMENT

BY INDUSTRY FOR VERMONT

1977 - 1982

INDUSTRY	1982	1981	1980	1979	1978	1977
Agriculture/Forestry	42.7%	43.2%	43.4%	41.2%	43.9%	49.0%
Mining	7.9	7.9	7.5	6.2	5.0	4.4
Construction	9.4	9.1	8.6	7.7	6.8	6.8
Manufacturing	31.0	29.8	30.8	31.2	31.0	29.9
Durable Goods	25.9	25.0	25.8	26.1	25.2	23.8
Lumber & Wood Products	19.6	20.0	19.1	19.8	18.5	17.5
Furniture & Fixtures	31.0	29.1	30.0	31.3	29.2	28.7
Stone, Clay & Glass	14.2	12.6	12.5	12.6	11.4	10.4
Primary Metals	26.9	24.6	24.3	22.9	21.3	19.4
Fabricated Metals	23.1	15.7	22.6	26.0	28.7	28.2
Nonelectrical Machinery	17.7	17.9	17.2	17.2	14.4	13.3
Electrical Machinery	31.6	32.5	33.6	32.0	32.4	31.4
Other Durables	31.9	33.6	34.1	34.7	36.9	31.2
Nondurable Goods	43.1	41.8	42.9	42.6	43.5	42.3
Food	24.8	22.7	22.8	22.3	22.4	21.5
Textiles	51.3	46.0	42.0	44.7	41.2	45.2
Apparel	84.4	78.2	85.4	89.1	90.8	90.4
Paper	32.2	31.7	32.7	32.8	33.4	32.9
Printing & Publishing	42.5	41.3	42.9	41.0	40.6	39.6
Chemicals	25.1	23.6	20.2	18.6	13.7	11.4
Rubber & Misc. Plastics	44.4	47.3	48.5	48.5	51.7	48.3
Leather	55.7	48.0	56.5	54.2	55.5	56.1
Misc. Manufacturing	54.8	54.3	49.8	49.3	56.0	55.1
Other Nondurables	*	*	*	*	*	*
Transp., Comm. & Pub. Util.	28.2	27.8	27.6	30.0	26.9	26.3
Trade	47.5	46.8	46.7	45.7	45.0	43.5
Wholesale	23.7	22.5	21.8	23.1	21.5	18.7
Retail	53.0	52.4	52.4	51.1	50.4	49.1
Eating & Drinking Places	63.0	62.9	62.6	62.9	62.1	63.1
Finance, Ins. & Real Estate	64.7	64.4	63.7	62.4	61.8	61.0
Service	64.8	64.7	64.8	64.2	62.9	63.5
Hotel & Motels	57.3	57.7	62.0	55.4	55.4	54.1
Health Services	83.9	84.8	84.0	84.5	82.7	78.9
Total Private Employment	44.6	43.3	43.5	42.7	42.2	41.7

* Information withheld to avoid disclosure of individual firm data.

TABLE 6

WOMEN IN COVERED EMPLOYMENT

ANNUAL AVERAGES BY INDUSTRY FOR VERMONT

1972 - 1982

YEAR	AGRIC. FOREST.	MINING	CONSTR.	MFG.	TRANSP., COMM. & P. UTIL.	TRADE	FIN.,INS. & REAL ESTATE	SERVICE	TOTAL PRIVATE	STATE & LOCAL GOVT 1/	PRIVATE STATE & LOCAL GOVT
1972 2/	149	49	480	10,831	1,967	12,703	3,552	16,907	46,639	1,656	48,295
1973	178	39	584	11,832	2,008	13,277	3,706	17,968	49,594	1,578	51,172
1974	187	49	561	12,075	1,998	13,658	3,833	18,060	50,421	1,796	52,217
1975	296	39	509	11,086	1,932	14,108	3,883	19,358	51,211	1,844	53,055
1976	307	32	506	11,943	1,956	14,726	4,035	20,866	54,371	1,869	56,240
1977	347	32	566	12,554	1,976	15,994	4,301	21,904	57,674	1,979	59,653
1978 3/	496	38	683	14,803	2,091	17,664	4,612	23,360	63,747	14,056	77,803
1979	540	48	789	15,836	2,247	18,656	4,864	24,500	67,480	14,751	82,231
1980	595	52	864	15,716	2,204	19,017	5,119	25,792	69,359	15,694	85,053
1981	618	52	996	15,317	2,196	19,799	5,332	26,848	71,158	16,128	87,286
1982	664	53	935	15,088	2,252	20,453	5,443	27,999	72,887	16,261	89,148

1/ Federal government employment not included as female employment information not available.

2/ Vermont Statutes provided coverage to employers of one or more employees and extended coverage to non-profit organizations employing four or more, to state hospitals and state institutions of higher education. Effective January 1, 1972.

3/ Vermont Statutes provided coverage to local government and school employees, to state government employees, excluding elected officials etc. and to some agricultural and domestic workers. Effective January 1, 1978.

TABLE 7

NUMBER OF WOMEN IN COVERED EMPLOYMENT

1982 ANNUAL AVERAGES BY INDUSTRY AND COUNTY FOR VERMONT

COUNTY	AGRIC FOREST	MINING	CONSTR	MANUF	TRANSP COMM & P UTIL	TRADE	FIN, INS & REAL ESTATE	SERVICE	TOTAL PRIVATE	STATE & LOCAL GOVT (1)	PRIVATE STATE & LOCAL GOVT
ADDISON	60	0	42	1,044	37	837	147	1,252	3,419	639	4,058
BENNINGTON	42	0	46	2,021	90	1,653	279	2,026	6,157	770	6,927
CALEDONIA	16	0	42	471	127	920	204	1,035	2,815	630	3,445
CHITTENDEN	77	*	262	3,850	685	5,943	1,583	7,807	20,210	4,199	24,409
ESSEX	0	0	0	253	0	64	11	21	349	114	463
FRANKLIN	13	0	31	879	94	1,000	216	1,054	3,287	795	4,082
GRAND ISLE	18	0	*	*	*	46	14	47	135	111	246
LAMOILLE	13	*	37	242	48	696	158	1,177	2,374	490	2,864
ORANGE	*	*	27	488	28	458	127	677	1,812	631	2,443
ORLEANS	*	*	13	763	68	522	130	893	2,400	605	3,005
RUTLAND	51	17	91	1,537	294	2,301	570	3,429	8,290	1,490	9,780
WASHINGTON	22	21	114	911	215	1,985	1,249	3,019	7,536	3,479	11,015
WINDHAM	262	*	100	1,461	260	1,933	406	2,893	7,317	946	8,263
WINDSOR	45	0	110	1,161	304	1,978	330	2,357	6,285	1,284	7,569
UNCLASSIFIED(2)	34	0	18	0	*	117	19	312	501	78	579
STATE TOTAL	664	53	935	15,088	2,252	20,453	5,443	27,999	72,887	16,261	89,148

* - INFORMATION WITHHELD TO AVOID DISCLOSURE OF INDIVIDUAL FIRM DATA.
(1) FEDERAL GOVERNMENT EMPLOYMENT NOT INCLUDED AS FEMALE EMPLOYMENT INFORMATION NOT AVAILABLE.
(2) NATURE OF EMPLOYERS OPERATIONS ARE SUCH THAT EMPLOYMENT CANNOT BE SEGRAGATED BY COUNTY.

TABLE 8

PERCENTAGE OF WOMEN IN COVERED EMPLOYMENT

IN 1982 BY INDUSTRY AND COUNTY FOR VERMONT

COUNTY	AGRIC FOREST	MINING	CONSTR	MANUF	TRANSP COMM & P UTIL	TRADE	FIN, INS & REAL ESTATE	SERVICE	TOTAL PRIVATE	STATE & LOCAL GOVT (1)	PRIVATE STATE & LOCAL GOVT
ADDISON	33.8	0.0	11.2	39.6	23.4	48.8	66.5	61.9	46.8	61.5	48.6
BENNINGTON	46.6	0.0	7.9	46.0	27.1	55.4	67.5	63.1	51.3	64.0	52.5
CALEDONIA	44.4	0.0	8.4	25.0	30.2	48.0	61.4	67.7	42.6	58.8	44.8
CHITTENDEN	37.9	*	9.3	24.1	29.0	46.8	64.0	65.5	41.7	54.1	43.4
ESSEX	0.0	0.0	0.0	25.5	0.0	66.6	91.6	70.0	29.8	62.9	34.2
FRANKLIN	33.3	0.0	12.7	35.6	29.4	49.7	71.5	74.5	48.3	61.5	50.4
GRAND ISLE	48.6	0.0	*	*	*	54.1	82.3	56.6	46.0	73.0	55.2
LAMOILLE	19.4	*	9.1	41.7	29.6	54.0	64.2	63.3	50.6	56.7	51.6
ORANGE	*	*	9.5	42.3	21.8	43.8	70.9	65.2	46.9	64.7	50.5
ORLEANS	*	*	6.8	39.8	23.7	44.6	69.5	73.0	46.8	60.5	49.0
RUTLAND	31.2	12.0	10.5	32.3	25.8	46.3	61.0	65.7	45.6	56.1	46.9
WASHINGTON	48.8	8.1	9.7	31.3	27.8	44.9	64.9	63.6	46.4	55.0	48.8
WINDHAM	68.4	13.3	10.1	39.2	25.3	48.5	68.4	59.9	47.0	57.2	48.0
WINDSOR	52.3	*	11.2	21.8	35.3	48.7	68.1	69.1	41.3	58.6	43.5
UNCLASSIFIED(2)	23.6	0.0	4.0	0.0	*	18.3	20.6	46.7	25.0	51.3	26.9
STATE TOTAL	42.7	7.9	9.4	30.9	28.2	47.5	64.7	64.8	44.6	57.0	46.4

* INFORMATION WITHHELD TO AVOID DISCLOSURE OF INDIVIDUAL FIRM DATA.

(1) FEDERAL GOVERNMENT EMPLOYMENT NOT INCLUDED AS FEMALE EMPLOYMENT INFORMATION NOT AVAILABLE.

(2) NATURE OF EMPLOYERS OPERATIONS ARE SUCH THAT EMPLOYMENT CANNOT BE SEGREGATED BY COUNTY.

FIGURE 1

GROWTH OF WOMEN IN PRIVATE COVERED EMPLOYMENT

COMPARED TO GROWTH OF TOTAL PRIVATE COVERED EMPLOYMENT

VERMONT

1972-1982

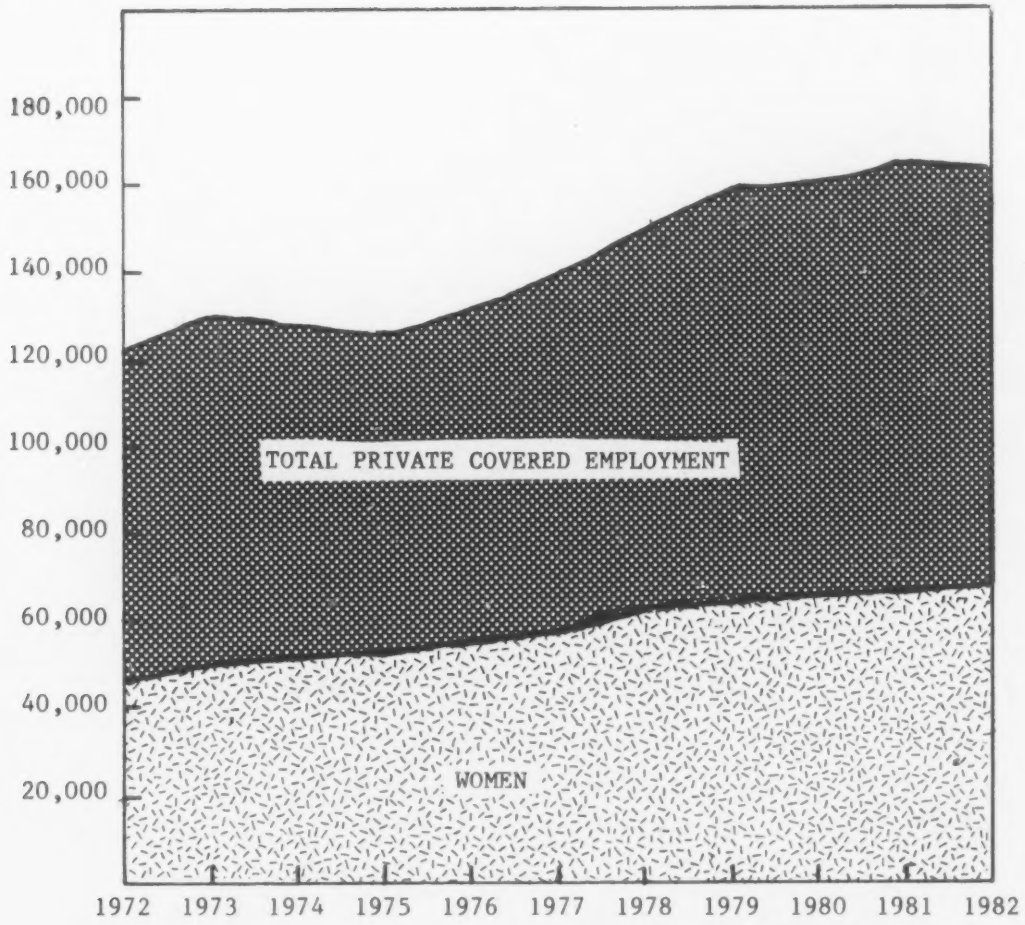


TABLE 9

WOMEN'S SHARE OF THE LABOR FORCE AND THE UNEMPLOYED IN VERMONT [1/]

	WOMEN AS A % OF THE	
	LABOR FORCE	UNEMPLOYED
1982 [2/]	43.8	44.4
1981 [2/]	43.5	53.3
1980 [3/]	42.8	50.0
1970 [3/]	37.9	42.7
1960 [3/] [4/]	32.8	33.2

1/ Does not include people in the Armed Forces.

2/ Geographic Profile of Employment and Unemployment, U.S. Dept. of Labor, Bureau of Labor Statistics.

3/ U.S. Census of Population: 1960, 1970 & 1980, U.S. Department of Commerce, Bureau of the Census.

4/ Persons 14 years and older. 1970-1982, persons 16 years and older.

TABLE 10

REASON FOR UNEMPLOYMENT BY SEX FOR PEOPLE 20+ YEARS OF AGE [1/]

U.S. 1982

REASON FOR UNEMPLOYMENT	WOMEN	MEN
Total unemployed	100.0	100.0
Lost last job	56.0	81.1
Left last job	8.6	4.9
Reentered labor force	31.5	12.0
Looking for first job	3.8	1.9

1/ Employment and Earnings, U.S. Department of Labor, Bureau of Labor Statistics. January 1983.

TABLE 11

1982 INSURED UNEMPLOYMENT IN VERMONT

PERCENTAGE OF WOMEN

INDUSTRY, OCCUPATION, AGE AND DURATION

	TOTAL	# OF WOMEN	% WOMEN
TOTAL	6,776	2,443	36.1
INDUSTRY			
Construction	1,234	68	5.5
Manufacturing	2,400	935	39.0
Durable Goods	1,698	564	33.2
Nondurable Goods	702	371	52.9
Trans., Comm. & Pub. Util.	141	34	24.1
Trade	1,057	490	46.4
Fin., Ins., & Real Estate	89	52	58.4
Service	1,193	665	55.7
Miscellaneous 1/	662	199	30.1
OCCUPATION			
Prof., Tech., & Mgr.	732	306	41.8
Clerical & Sales	1,085	785	74.2
Service	745	445	59.7
Farming, Fishing & Forestry	110	14	12.7
Processing	120	41	34.2
Machine Trades	754	132	17.5
Benchwork	516	329	63.8
Structural Work	1,255	29	2.3
Miscellaneous 2/	1,486	362	24.4
AGE			
Under 25	1,739	633	36.4
25 - 34	2,406	819	34.0
35 - 44	1,220	458	37.5
45 - 54	798	312	39.1
55 - 64	529	188	35.5
65+	84	33	39.3
DURATION			
1 - 2 weeks	644	219	34.0
3 - 4 weeks	582	209	35.9
5 - 14 weeks	2,911	1,034	35.5
15+ weeks	2,639	981	37.2

1/ Includes agricultural related, and mining and quarrying industries, as well as government.

2/ Includes Motor Freight, Transportation, Packaging and Materials Handling and Other occupations.

TABLE 12

1982 INSURED UNEMPLOYMENT IN VERMONT

% DISTRIBUTION OF WOMEN AND MEN BY

INDUSTRY, OCCUPATION, AGE AND DURATION

INDUSTRY, OCCUPATION AGE, DURATION	WOMEN	MEN
INDUSTRY	100.0	100.0
Construction	2.8	26.9
Manufacturing	38.3	33.8
Durables	23.1	26.2
Nondurables	15.2	7.6
Transportation	1.4	2.5
Trade	20.1	13.1
F.I.R.E.	2.1	0.8
Service	27.2	12.2
Misc. 1/	8.1	10.7
OCCUPATION	100.0	100.0
Professional	12.5	9.8
Clerical & Sales	32.1	6.3
Service	18.2	6.9
Farming	0.6	2.2
Processing	1.7	1.8
Machine Trades	5.4	14.4
Benchwork	13.5	4.3
Structural Work	1.2	28.3
Misc. 2/	14.8	26.0
AGE	100.0	100.0
Under 25	25.9	25.5
25 - 34	33.5	36.6
35 - 44	18.8	17.6
45 - 54	12.8	11.2
55 - 64	7.6	7.9
65+	1.4	1.2
DURATION	100.0	100.0
1 - 2 weeks	9.0	9.8
3 - 4 weeks	8.6	8.6
5 - 14 weeks	42.3	43.3
15+ weeks	40.1	38.3

1/ Includes agricultural related, and mining and quarrying industries, as well as government.

2/ Includes Motor Freight, Transportation, Packaging & Materials Handling and Other occupations.

FIGURE 2

WOMEN'S SHARE OF INSURED UNEMPLOYMENT

VERMONT, 1972-1982

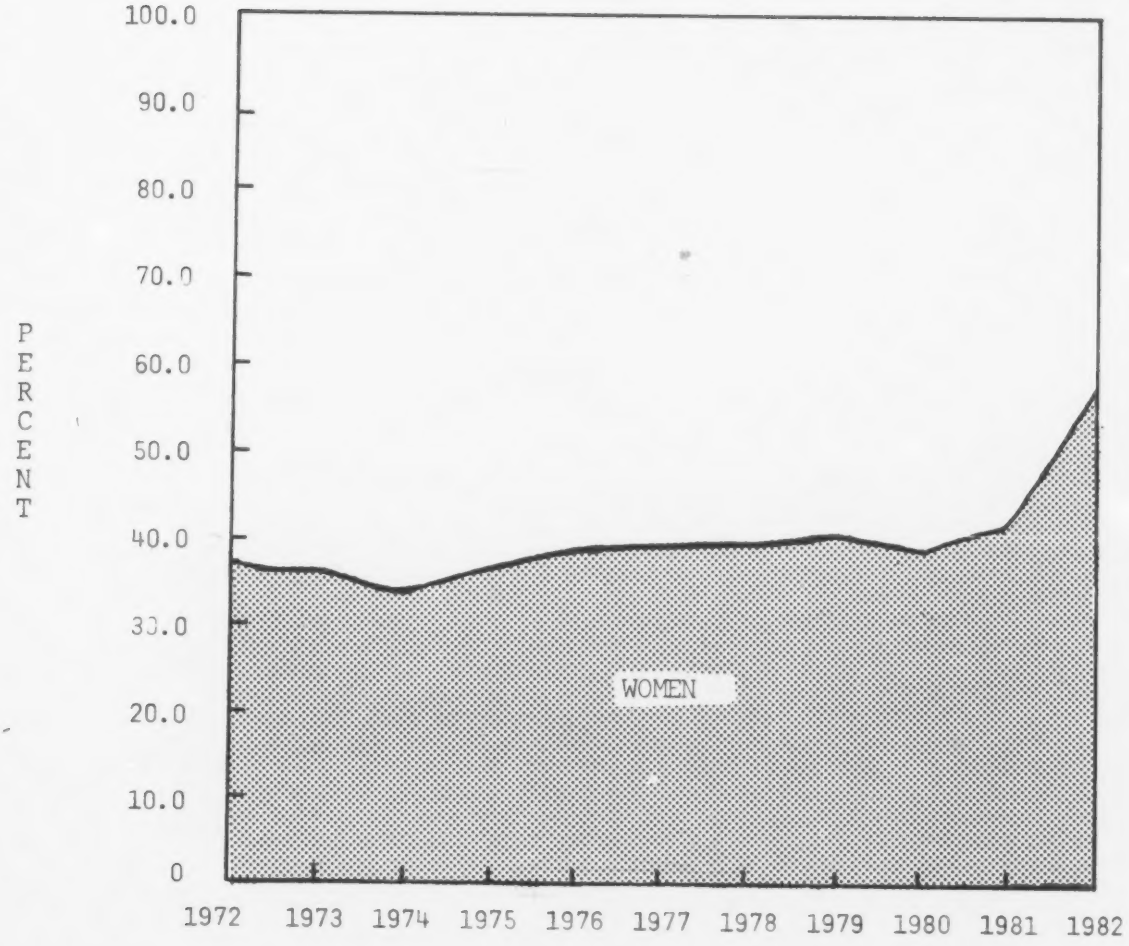


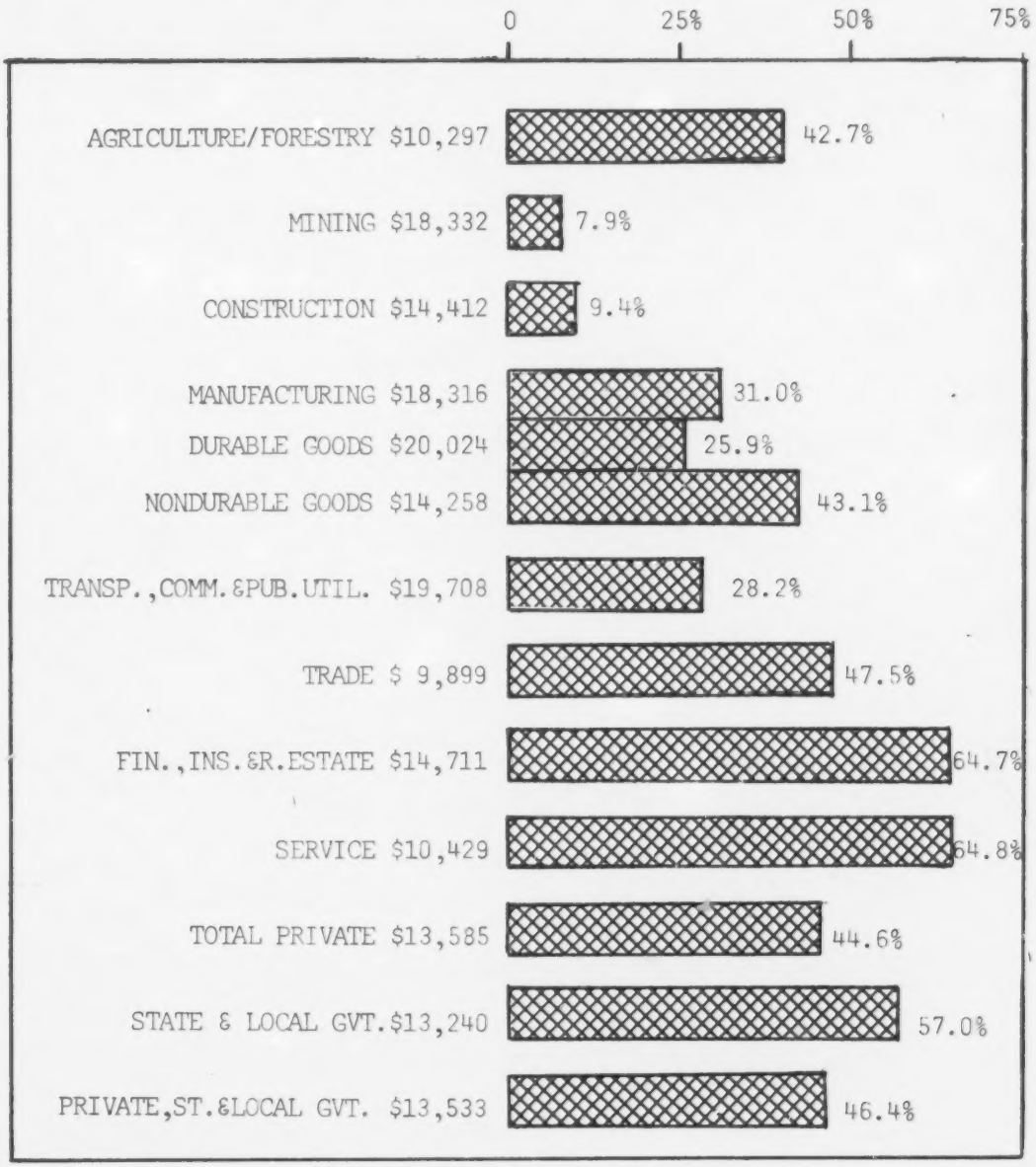
FIGURE 3

ANNUAL AVERAGE WAGES BY INDUSTRY

AND PERCENTAGE OF WOMEN IN COVERED EMPLOYMENT

VERMONT

1982



Annual wage figures are average annual wages paid to all employees, men and women, in a particular industry

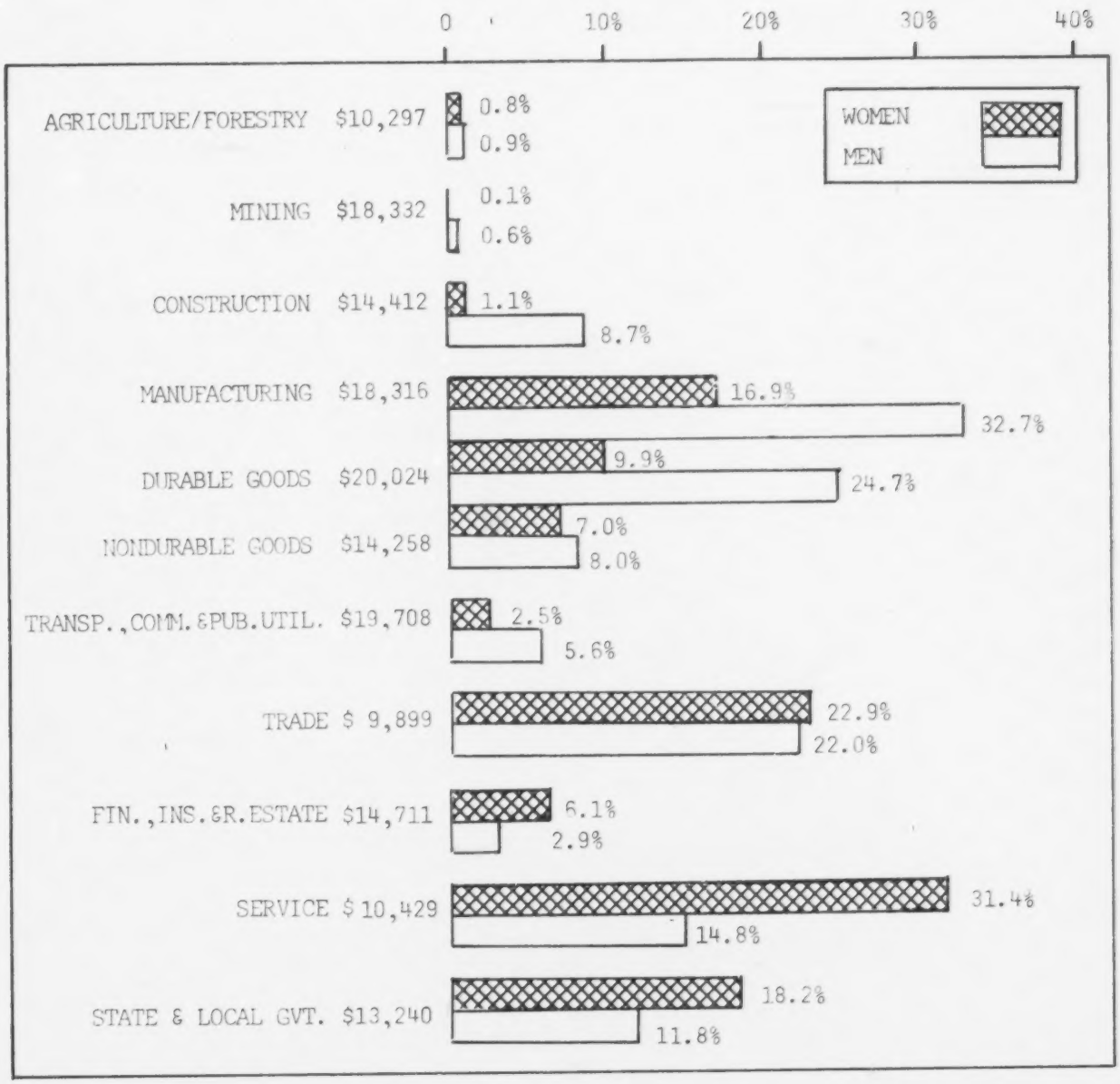
FIGURE 4

ANNUAL AVERAGE WAGES BY INDUSTRY

AND PERCENT DISTRIBUTION OF MALE AND FEMALE EMPLOYMENT

VERMONT

1982



Annual wage figures are average annual wages paid to all employees, men and women, in a particular industry.

TABLE 13

COMPARISON OF MEDIAN EARNINGS OF YEAR-ROUND FULL-TIME WORKERS BY SEX FOR THE U.S., 1955-1981

(workers 14 years of age and over) 1/

YEAR	MEDIAN EARNINGS WOMEN	MEN	EARNINGS GAP	WOMEN'S EARNINGS AS A % OF MEN'S
1981	$12,001	$20,260	$8,259	59.2
1980	$11,197	$18,612	$7,415	60.2
1979	10,169	17,045	6,876	59.7
1978	9,350	15,730	6,380	59.4
1977	8,618	14,626	6,008	58.9
1976	8,099	13,455	5,356	60.2
1975	7,504	12,758	5,254	58.8
1974	6,772	11,835	5,063	57.2
1973	6,335	11,186	4,851	56.6
1972	5,903	10,202	4,299	57.9
1971	5,593	9,399	3,806	59.5
1970	5,323	8,966	3,643	59.4
1969	4,977	8,227	3,250	60.5
1968	4,457	7,664	3,207	58.2
1967	4,150	7,182	3,032	57.8
1966	3,973	6,848	2,875	58.0
1965	3,823	6,375	2,552	60.0
1964	3,690	6,195	2,505	59.6
1963	3,561	5,978	2,417	59.6
1962	3,446	5,974	2,528	59.5
1961	3,351	5,644	2,293	59.4
1960	3,293	5,417	2,124	60.8
1959	3,193	5,209	2,016	61.3
1958	3,102	4,927	1,825	63.0
1957	3,008	4,713	1,705	63.8
1956	2,827	4,466	1,639	63.3
1955	2,719	4,252	1,533	63.9

Source: U.S. Department of Commerce, Bureau of the Census: "Money Income of Families and Persons in the United States," 1977-1981; Current Population reports, 1957 to 1976

1/ 15 years and older as of March 1980.

TABLE 14

COMPARISON OF MEDIAN EARNINGS OF YEAR-ROUND FULL-TIME WORKERS 1/

BY SEX BY OCCUPATION FOR THE U.S. 1977-1981

OCCUPATION	1981			1980			1979			1978			1977		
	WOMEN	MEN	% 2/	WOMEN	MEN	% 2/	WOMEN	MEN	% 2/	WOMEN	MEN	% 2/	WOMEN	MEN	% 2/
Total	12,001	20,260	59.2	11,197	18,612	60.2	10,169	17,045	59.7	9,350	15,730	59.4	8,618	14,626	58.9
Prof., Tech., & Kindred Workers	16,508	25,653	64.4	15,285	23,026	66.4	13,701	21,310	64.3	12,647	19,729	64.1	11,995	18,224	65.8
Mgrs., & Admin. except Farm	14,820	25,425	58.3	12,936	23,558	54.9	11,705	21,835	53.6	10,689	19,633	54.4	9,799	18,086	54.2
Sales Workers	11,238	22,331	50.3	9,748	19,910	49.0	8,880	17,084	52.0	7,644	16,839	45.4	6,825	16,067	42.5
Clerical Workers	11,755	18,938	62.1	10,997	18,247	60.3	9,855	16,503	59.7	9,158	15,289	59.9	8,601	13,966	61.6
Craft & Kindred Workers	12,904	20,095	64.2	11,701	18,671	62.7	10,585	17,106	61.9	9,584	15,776	60.8	8,902	14,517	61.3
Operatives including Trans.	10,301	16,948	60.8	9,440	15,702	60.1	8,562	14,921	57.4	8,005	13,660	58.6	7,350	12,612	58.3
Laborers except Farm	10,320	14,449	71.4	9,747	12,757	76.4	8,985	11,974	75.0	7,452	12,031	61.9	7,441	10,824	68.7
Farm Workers	2,030	7,417	27.4	3,059	7,815	39.1	4,854	8,681	55.9	2,360	7,948	29.7	1,635	6,412	25.5
Service Workers	8,171	13,990	58.4	7,853	13,064	60.1	7,319	11,925	61.4	6,832	11,057	61.8	6,108	10,332	59.1

1/ Workers 14 and older for 1977, 1978 & 1979, 15 and older for 1980 & 1981.

2/ %: Women's earnings as a percentage of men's.

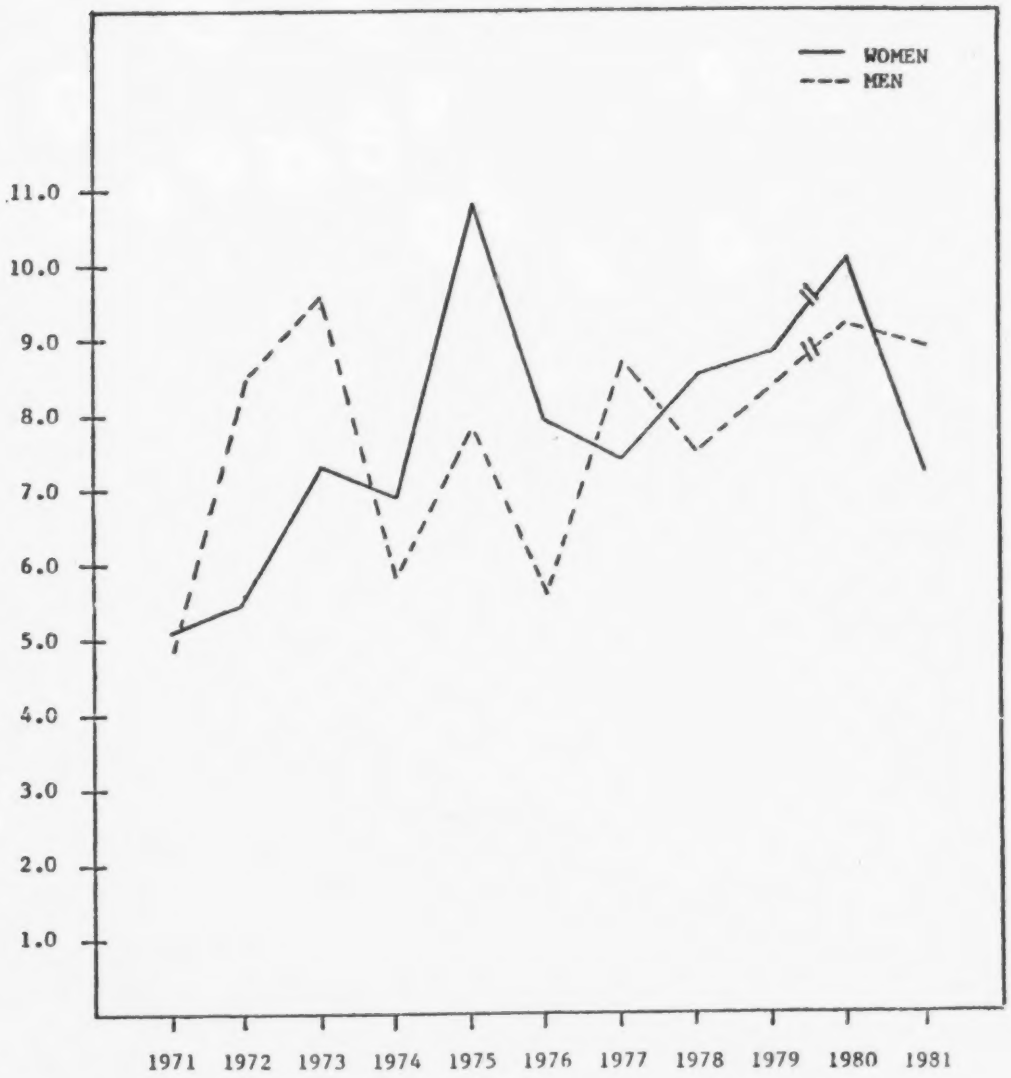
Source: Money Income of Household, Families and Person in the United States
U.S. Department of Commerce, Bureau of the Census

FIGURE 5

PERCENTAGE INCREASE OF MEDIAN EARNINGS

OF YEAR ROUND FULL TIME WORKERS 1/ BY SEX

1971-1981



Source: U.S. Department of Commerce, Bureau of the Census
"Money Income of Families and Persons in the United States"
1977-1981. Current Population Reports 1971-1976.

1/ Workers 14 years and older 1971-1979; 15 and older 1980 & 1981.

TABLE 15

MEDIAN EARNINGS BY INDUSTRY BY SEX

FOR YEAR-ROUND FULL-TIME WORKERS IN VERMONT 1/

1979

INDUSTRY	WOMEN	MEN	% 2/
All Industries	$ 9,089	$13,876	65.5%
Agriculture	5,534	7,629	72.5%
Foresty & Fisheries	8,000	12,779	62.6%
Mining	10,833	14,400	75.2%
Construction	9,543	12,495	76.4%
Manufacturing	9,753	15,295	63.8%
Durable Goods	10,601	15,765	67.2%
Nondurable Goods	8,209	13,631	60.2%
Transportation, Comm. & Pub. Util.	12,388	17,398	71.2%
Wholesale Trade	8,924	13,688	65.2%
Retail Trade	7,207	11,639	61.9%
Finance, Insurance, and Real Estate	8,788	17,531	50.1%
Business and Repair Services	8,549	11,097	77.0%
Personal Services	6,352	10,959	58.0%
Entertainment and Recreation Services	7,394	11,234	65.8%
Professional and Related Services	9,324	13,747	67.8%
Public Administration	10,413	15,669	66.5%

1/ Experienced civilian labor force 16 years and over who usually worked 35 or more hours per week for 50 to 52 weeks in 1979.

2/ %: Women's earnings as a percentage of men's.

Source: Detailed Population Characteristics - September 1983, U.S. Department of Commerce, Bureau of the Census

TABLE 16

MEDIAN EARNINGS BY OCCUPATION BY SEX

FOR YEAR-ROUND FULL-TIME WORKERS 1/ IN VERMONT

1979

OCCUPATION	WOMEN	MEN	% 2/
All Occupations	$ 9,089	$13,876	65.5%
Executive, Administrative & Managerial	11,113	18,834	59.0%
Professional Specialty	11,653	18,629	62.6%
Technicians & Related Support Occup.	9,857	16,337	60.3%
Sales	7,529	15,119	49.8%
Admin. Support Occup. Inc. Clerical	8,980	14,546	61.7%
Service	6,791	10,496	64.7%
Farming, Forestry, & Fishing	4,050	7,755	52.2%
Precision Production, Craft & Repair	9,396	13,395	70.1%
Machine Operators, Assemblers and Inspectors	8,965	12,600	71.2%
Transportation and Material Moving	7,433	12,576	59.1%
Handlers, Equip. Cleaners, Helpers & Laborers	8,540	9,968	85.7%

1/ Experienced civilian labor force 16 years and over who usually worked 35 or more hours per week for 50 to 52 weeks in 1979.

2/ %: Women's earnings as a percentage of men's.

Source: Detailed Population Characteristics - September 1983, U.S. Department of Commerce, Bureau of the Census

TABLE 17

MEAN EARNINGS BY AGE, SEX AND EDUCATION

FOR FULL-TIME WORKERS 1/ IN VERMONT

1979

AGE & SEX	8 YRS ELEMENTARY	4 YRS HIGH SCHOOL	4 YRS COLLEGE
18-24			
Women	$ 4,977	$ 6,790	$ 8,108
Men	7,817	8,979	10,775
25-34			
Women	6,966	8,926	10,004
Men	11,188	12,890	14,694
35-44			
Women	7,028	9,175	11,298
Men	13,328	16,354	23,905
45-54			
Women	7,484	9,896	11,123
Men	14,472	17,006	26,843
55-64			
Women	8,142	9,814	11,311
Men	13,023	16,098	22,416
65+			
Women	6,371	7,864	9,587
Men	8,970	11,564	14,238

1/ Workers who have worked 35 or more hours per week, and have worked 40 or more weeks in 1979.

Source: Detailed Population Characteristics - September 1983, U.S. Department of Commerce, Bureau of the Census.

TABLE 18

MEAN INCOME BY AGE, SEX AND EDUCATION

FOR FULL-TIME WORKERS 1/ IN VERMONT

1979

AGE & SEX	8 YRS ELEMENTARY	4 YRS HIGH SCHOOL	4 YRS COLLEGE
18-24			
Women	$ 5,117	$ 6,878	$ 8,369
Men	8,026	9,109	11,116
25-34			
Women	7,163	9,225	10,474
Men	11,372	13,131	15,238
35-44			
Women	7,167	9,653	12,212
Men	13,689	16,921	24,831
45-54			
Women	7,846	10,340	12,484
Men	15,091	17,978	29,353
55-64			
Women	8,523	10,546	13,535
Men	13,885	17,692	25,958
65+			
Women	8,941	10,509	15,207
Men	12,162	15,426	21,749

1/ Workers who have worked 35 or more hours per week, and have worked 40 or more weeks in 1979.

NOTE: Income includes earnings, if any, as well as any other payments, i.e. interest, social security, public welfare payments, etc. .

Source: Detailed Population Characteristics - September 1983, U.S. Department of Commerce, Bureau of the Census.

GLOSSARY OF TERMS

Covered Employment - the figures for covered employment and wages are totals compiled from quarterly reports submitted by employers subject to Vermont's Unemployment Compensation Law. In general an employer is covered that: (1) Employs one or more at least part of one day in each of twenty calendar weeks in either the current or the preceding calendar year, or pays wages of at least $1,500 in any calendar quarter, or (2) Succeeds to the business of any employer already covered, or (3) Is, or becomes, liable under the Federal Unemployment Tax Act, or (4) Is a religious, charitable or other organization exempted by the Federal Unemployment Tax Act that has four or more employees for twenty weeks during a calendar year, or (5) Is the State of Vermont or a local government unit, or (6) Pays cash wages of $1,000 or more in any calendar quarter for domestic services in a private home, or (7) Pays cash wages of $20,000 or more in any calendar quarter for agricultural services, or employs ten or more workers in agricultural employment during some part of a day in each of at least twenty weeks during a calendar year.

Some kinds of work continue to be exempt from coverage under the law. The major groups of employees or employing units that are not covered are: (1) Elected officials of state or local government, members of legislature or the judiciary, a member of the State or Air National Guard, certain temporary "emergency" employment and certain major policy-making positions, (2) Certain types of employment furnished by nonprofit religious, charitable and educational organizations, (3) Family employment, (4) Farm workers except for those who meet the requirements listed in the preceding paragraph, (5) Railroad employment, (6) Federal employees working in Vermont and ex-service personnel.

Earnings - the sum of wage or salary income and net income from farm employment and nonfarm self-employment. Earnings figures represent the amount of income received regularly before deductions for personal income taxes, social security, et cetera. Earnings can include wages, salaries, commissions, tips, and cash bonuses earned.

GLOSSARY OF TERMS

Employment - an estimate of residents who earned wages during the week including the 12th of the month. This estimate includes residents employed in wage and salary jobs as well as agricultural workers, domestics, self-employed and unpaid family workers and workers on strike.

Full-Time Workers - persons working 35 or more hours per week.

Income - includes earnings, if any, as well as any other payments, i.e. interest, social security, public welfare payment, et cetera.

Insured Unemployment - the number of people receiving unemployment insurance benefits.

Labor Force - an estimate of all people over 16 years of age who are either employed or unemployed and actively seeking work.

Labor Force Participation Rate - the proportion of the population over 16 years of age which is in the labor force (labor force ÷ population).

Mean - a value that is computed by dividing the sum of a set of terms by the number of terms. Also termed the arithmetic mean, or average.

Median - a value in an ordered set of values below and above which there are an equal number of values or which is the arithmetic mean of the two middle values if there is no one middle number.

Private Covered Employment - the number of people employed by private firms, as opposed to local, state or federal government employers.

Total Unemployment - is an estimate of the number of residents who were not working during the survey week, but were able and available for work and had made specific efforts to find a job during the last four weeks.

Unemployment Rate - is the total number of unemployed divided by the civilian labor force.

Year Round Workers - persons who have worked 50-52 weeks of the year.